Facts for Employers about Cooperative Work Experiences for Deaf and Hard-of-Hearing Students at RIT/NTID

What exactly is a co-op?
At RIT/NTID, a cooperative work experience (co-op) is defined as a full-time work experience over one or more semesters or summers related to a student’s field of study. Students work directly for the employer and are held to the same standards and expectations as other employees.

The co-op advantage
Co-ops were designed to be, and still are, one of the most effective means for employers to acquire key talent. A co-op is a win-win experience for both students and employers—students learn about working in their field of interest, and the employer benefits from hiring a new employee who can hit the ground running. Since 1912, an RIT education has included one or more co-ops that provide students with the opportunity for practical paid work in fields related to their major.

Why should I hire an RIT/NTID co-op student?
➢ Students bring fresh perspectives, technical skills, ideas and knowledge to your workplace.
➢ With co-op students on board, your regular employees can take on new tasks and assignments.
➢ You have the opportunity to recruit the most promising students after graduation.
➢ Students act as goodwill ambassadors for your organization when they return to campus.
➢ Hiring deaf or hard-of-hearing co-op students or permanent employees adds diversity to your workforce.
➢ Learn more about communicating with and integrating a deaf or hard-of-hearing student into your workplace.

How do I hire a co-op student?
➢ Request resumes of students for your staffing needs.
➢ Let us post your position online.
➢ Come to campus to conduct interviews here. We’ll set them up.
➢ Plan to attend our annual Career Fair where several hundred students will impress you with their skills and qualifications.
➢ Find out about the latest communication technology and use it to interview students here on campus from your office.

The National Technical Institute for the Deaf (NTID), one of the nine colleges of Rochester Institute of Technology (RIT), is the world’s first and largest technological college for deaf and hard-of-hearing students. Among RIT’s more than 19,000 full- and part-time students are close to 1,000 deaf and hard-of-hearing students from the United States and other countries.
Do I need a contract with RIT/NTID to hire a co-op student?

- No contract is necessary. Your co-op student is registered for a co-op at RIT. You receive a link for an online evaluation site where you give feedback about the student’s performance and your co-op experience.

How much do I pay the co-op student?

- The pay is flexible or negotiable depending on the rate for this type of work in your area. NTID Co-op and Career Center (NCCC) staff members are always available if you need advice.

Do I assist with housing during the co-op?

- Normally students are responsible for finding housing. Some employers do make recommendations on living quarters convenient to their locale.

What responsibilities do I have as a co-op employer?

- All programs require that you complete an online performance evaluation for the student at the end of their co-op.